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FILE

MEMORANDUM FOR: Director of Central Intelligence

SUBJECT : Career Training Program, Quarterly Report

REFERENCE : Memo for Director of Personnel from Director,
dated 22 Aug 68, Same Subject

18 AUG 1969

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 31 March 1969 there were current and former Career Trainees on duty in the Agency. During the period April - June 1969 a total of 23 were added to the Program, and 21 separated from it. The 21 separations were by resignation.

25X

3. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

| <u>Apr-June 1967</u> | | | <u>Apr-June 1968</u> | | | <u>Apr-June 1969</u> | | |
|----------------------|--------------|----------|----------------------|--------------|----------|----------------------|--------------|----------|
| <u>Strength</u> | | | <u>Strength</u> | | | <u>Strength</u> | | |
| <u>1 Apr</u> | <u>Seps.</u> | <u>%</u> | <u>1 Apr</u> | <u>Seps.</u> | <u>%</u> | <u>1 Apr</u> | <u>Seps.</u> | <u>%</u> |

25X

Plan. Serv.

Intell.

Support

S&T

O/DCI

CTP

TOTALS

| | <u>Apr-June</u> <u>1967</u> | <u>Apr-June</u> <u>1968</u> | <u>Apr-June</u> <u>1969</u> |
|----------------|--------------------------------|--------------------------------|--------------------------------|
| Average Age | 32.4 | 30 | 30.1 |
| Average Grade | GS-10.8 | GS-10.2 | GS-11 |
| Average Tenure | 63 mos. | 38 mos. | 67 mos. |

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SUBJECT: Career Training Program, Quarterly Report

| | <u>Apr-June 1967</u> | <u>Apr-June 1968</u> | <u>Apr-June 1969</u> |
|------------------------|--------------------------|--------------------------|--------------------------|
| Reasons Stated: | | | |
| External Factors | 9(43%) | 10(39%) | 8(38%) |
| Job-Related | 12(57%) | 16(61%) | 13(62%) |

4. Exit interviews were conducted with the 21 who resigned. Results are reflected, by Directorate, in the attached summaries.

/s/ Robert S. Wattles

Robert S. Wattles
Director of Personnel

Atts

Distribution:

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OD/Pers/DD/Pers/R&P/ pa (8 Aug 69)

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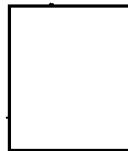
14 August 1969

NOTE FOR: Mr. Bannerman via Mr. Coffey



I am attaching a copy of the previous report - Jan/Mar 1969. Please note (at clip) that high DD/I rate has receded; that Office of Director continues to lose high proportion of their CT's (of course, one or two separations out of 4 or 5 employed produces a startling percentage loss rate). Support seems to be hanging in at a favorable comparative rate.

Suggest your initials.



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Executive Registry
60-3754/2

22 AUG 1968
22 August 1968

MEMORANDUM FOR: Director of Personnel
SUBJECT: Career Training Program, Quarterly Report

Your 26 July 1963 report to me summarizing the Agency's experience with the Junior Officer Training/Career Training Program suggests that we must give close and continuing attention to the management of these young professionals. To assist me in this, will you please provide quarterly a report which updates your July report. It should show the experience for the quarter and compare it with past experience. I want not only the numbers gained and lost but, for those who left, who or what they were in terms of age, length of time in the Agency, the component to which they had been assigned and from which they left. I want particularly that thorough exit interviews be conducted with those who leave so I may know as well as I can why they left.

(Signed) Richard Helms
Richard Helms
Director

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